



V3 RECRUITMENT





WE LOVE PEOPLE

V3 is a fluid thinking entrepreneurial business established in 2001. We consider ourselves as somewhat different to most other agencies out there. Our culture, behaviour and attention to detail stand us in good stead to develop close relationships that last. Today at V3 we continue to trade enthusiastically with this same culture and nine times out of ten, we exceed the expectations of our clients and candidates. We are based in the South but service the whole of the UK and work with some clients internationally. We love to work with all types of organisations and have some of the most well-known and respected brands as customers. We realise that winning business is not just about cutting margins it is more about genuinely meeting expectations and connecting with people.

We are a friendly bunch but we take our business seriously. We look forward to working with you.

The V3 Team

V3

**we are
hiring**
#V3recruitment



V3RECRUITMENT



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Vision & Values

V3 is a recruitment company with a clear vision. We care about people & our business. Our strategy is simple; We work within a corporate frame, in an entrepreneurial business led manner. Our geography and business industry sectors are not limited or constrained. We seek out new opportunities and new revenue streams by engaging with candidates & clients alike. We are process-led, diligent, detailed and precise.

We embrace technology (not for it's sake) to help us be better, we use our time and our experiences to understand our clients and our candidates so that we can make faster, more precise placements and engagements that are long lasting.

Our plan is to have an ever-expanding team of experienced industry specific consultants who are like minded and hard working with uncompromisingly high standards.
We like to work hard, we don't take ourselves too seriously and we are always recruiting!

We are entrepreneurial, well financed and endlessly motivated – this keeps us ahead of the game and ready for action.

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SPECIALIST AREAS

COMMERCIAL

We recognise that commercial activities drive organisations and getting the right fit for our clients is of paramount importance.

Reception
Administration
Customer Service
Sales (B2B, B2C, Field)
Account Management
Marketing
Business Development
Team/Office/Project Management
Accounts/Finance
Procurement
Planners
HR
Area Management
Health & Safety
Directorship
Quality Assurance
Hospitality
Personal Assistant
Secretary

INDUSTRIAL

We are hands on, work 24-7, 365 days per year in reality to ensure that your operations needs are met.

Warehouse (All warehouse requirements)
Goods in
Pickers/Packers
Forklift Drivers (All tickets)
Warehouse Managers
Production (All shop floor environments)
Assemblers Production Operatives Machine Operatives (Including CNC & Tooling)
Tool Makers
Team Supervisors
Quality Control
Specialist Engineering
Team/Production Management
Machinists
Finishers
Solderers
Sewing Machinists

CONSTRUCTION

Operating nationwide with the full spectrum of Trades & Labour and work in both Contract CIS and Permanent capacity.

Plumbers
Pipe Fitters
Service/Maintenance Engineers
Electricians
Electrical Improvers
Labourers
Carpenters
Bricklayers
Ground Workers
Quantity Surveyors
Site Agents
Site Managers
Site Engineer
CPCS Plant Ops
Gas Engineer
Civil Engineering
Surfacing Supervisor
Site Engineer
CPCS Plant Ops

IT

Our connection to the South's Technology market is very strong, forged over 18 years within multiple disciplines.

Infrastructure & Architecture
Technical & Network Support
Software Development
Java Developer
C#/.Net Developer
Business Analyst
IT Manager/Director
Information Security & Cyber
IT Project & Programme Management
Software Testing
Niche IT
Business Intelligence
Executive Service & Career Advice
Candidate Outplacement Service

MARINE

Being located in the historic naval city of Portsmouth we are ideally placed to provide excellent service to maritime industries.

Labourers
Industrial Cleaners
Laminators / Finishers
Laggers & Riggers
Shipwrights
Welders (coded/non-coded), All Mediums
Pipefitters
Platers
Fabricators
Mechanical Engineers
Electrical Engineers
Fire & Safety
Foreman
Team Leaders
Admin Support
H&S Officers/Advisors
Maintenance Engineers
FLT Drivers

AUTOMOTIVE

Providing both contract & permanent professionals to the Automotive and associated industries across the country.

Site (Cleaners/Valetor's)
New/Used Fleet Sales
Sales Executive
Sales Management
Service
Aftersales
Workshop Controllers
Technicians
Warranty
Bodyshop
Panel Beaters
Paint Sprayers
Estimators
Parts (Advisors, Controllers, Managers)
Management (All)
Showroom Hosts
Sales/Service Administration

OUR USP'S

WE DO FACE TO FACE WITH ALL CANDIDATES & CLIENTS. OUR SERVICE IS TAILORED. WE DO 2 YEARS REFERENCING WITH ALL CANDIDATES.

WE USE PSYCHOMETRIC PROFILING TO ENSURE COMPREHENSIVE MATCHING, WE CALL THIS BEING BRAND FIT.

WE HAVE AN OPEN DOOR POLICY – COME IN AND SPEND TIME WITH US. WE ARE PURE CONSULTANTS AT HEART, SOLVING PROBLEMS.

WE WILL NOT SHY AWAY FROM FACTS AND GOOD COMMON SENSE THIS IS A STAKEHOLDER MENTALITY THAT OUR MANY LONG-STANDING CLIENTS VALUE.

At V3 we do things differently. We are constantly looking for new ways to improve and never rest in our quest to make things better. You might hear statements like 'old school recruitment', 'benchmark' or 'best practice', we call these our brand promise and this is our unique way to ensure that we stay ahead of other agencies. It is in our DNA and forms our culture.

V3 is a Family Run business with bags of entrepreneurial spirit. Transparency, Honesty and Integrity are our core values. We have a no compromise attitude with our decisions being made quickly where needed. We operate 365 days per year, 24 hours per day and we are heavy investors in Technology & People.

why
we believe in thinking differently and everything we do challenges the ordinary

Available Workforce

V3 have built up a great reputation in the areas of expertise that we specialise in. Supplying many companies with a full range of skills and qualifications our database is up to date and grows daily. Our consultants take an active interest in our candidates and contractors remaining in very close contact ensuring that we find them work that suits their skills. We provide this service across the entire UK and being South coast based have particular strength in Hampshire, Berkshire Dorset, Devon, East/West Sussex, Kent, London, Essex, Surrey, Hertfordshire, Gloucestershire and Wiltshire.

We have thousands of permanent candidates and contractors and run active campaigns to ensure that we have the workforce ready to hand.

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hiring**
#V3recruitment



CONTRACTORS

PERMIT #111

TEMPORARY

QUALITY IS REMEMBERED LONG AFTER PRICE IS FORGOTTEN

ALDO GUCCI

Our charges are clear and simple to understand. We are transparent and always work to ensure that there is a healthy balance between getting the right workforce for the right price. Each project is viewed on its own merits, based upon our clients requirements, the location, size of the project and of course the duration. We would be very happy to provide a tailored quote.



THE **LION**
DOES NOT
TURN AROUND
WHEN A SMALL
DOG BARKS



WHEN I GROW UP I WANT TO BE A...



INTELLECT AMBITION POSITIVITY WISDOM NOW THAT IS SEXY



V3 Recruitment

Unit 1, Sovereign Gate, 308-314 Commercial Road, Portsmouth

4.9 ★★★★★ 70 reviews

[Write a review](#)

Sort by: Most helpful

Adie Otterhead
a week ago

★★★★★ Carina made my job search feel so easy, a few months later and I am now about to sign a contract with the company!

Response from the owner a week ago

Hi Adie, congratulations on your contract and thank you for writing a review, on behalf of Carina and all the team we wish you the best of luck.

sian parsons
a month ago

★★★★★ What a fantastic, efficient company. I dealt with Marianna Foschini, she got me interviews within a day, she was so friendly & really motivated me in looking to change my job. It was almost as if I'd known her for ages! I'd strongly... [More](#)

Response from the owner a month ago

Hi Sian, thank you for the great email and good luck in your new role. It's great to hear your feedback onto Marianna. On behalf of everyone at V3 we wish you all the best, you'll be awesome!

Andy Doolan
a month ago

★★★★★ Very efficient and professional but made you feel valued also. I provided V3 with my CV and within 2 days I'm at interviews. The interviews were exactly the type of roles I wanted... I'm now back at work... 3 weeks after our initial... [More](#)

Response from the owner a month ago

Hi Andy, hopefully you won't have to use our services again anytime soon! We wish you all the best in your new role. It's great to hear your feedback onto the team. Thank you for taking the time to write this really appreciated.

Dan Hadden-Deering
3 months ago

★★★★★ In my search for employment during my years notice to leave I was contacted by MANY recruitment agencies! Most of which were reasonably good but Charlotte Zappa at V3 Recruitment however was more than... [More](#)

Response from the owner 3 months ago

Hi Dan, congratulations on your new job. Your feedback is great and we're glad to hear Charlotte and V3 such a brilliant review. Good luck on your new role and if anyone else you know looking for work.



From the outset V3 was formed with a firm base in the Construction and M&E industries. We operate nationwide with the full spectrum of Trades & Labour and work in both Contract CIS and Permanent capacity. Our highly skilled consultants are led by a specialist Divisional Manager and are all kept up to date with technical and operational developments.

We pride ourselves in knowing the workforce and the rates required to attract and retain the best. Many of our contractors have worked through us for years and are very skilled and loyal. We work on projects both short and long term with small teams and large cross functional workforce alike.

We understand the nature of this business and can assist our clients in making operational and strategic decisions in their workforce requirements.

**TEST ENGINEER
SURREY**

City & Guilds 2382 - 17th Edition
Inspection and Testing - Parts 1 and 2

PERMANENT CANDIDATE

**SKILLED LABOURER
SURREY**

CSCS Card
Clean driving licence

CONTRACT CANDIDATE

**PLUMBER
LONDON**

Press Fit Melpa
Matpress

CONTRACT CANDIDATE

**EVERYTHING YOU NEED TO BE IS ALREADY INSIDE YOU.
STOP WAITING FOR SOMEONE OR SOMETHING TO LIGHT YOUR FIRE. YOU HAVE A MATCH.**

DARREN HARDY

We work in all commercial environments, attracting the best candidates in the market for roles in Sales, Marketing, administration, Finance, Customer Service and Managerial. We work with some of the most interesting and innovative brands in the UK and continue to develop specialism through our team.

We pride ourselves on being accurate, fast and detailed. Our candidate pool is growing daily and in many cases we can find the skill, brand and character fit for our clients directly and exclusively from our database. We also work with many of our clients on high level appointments, hand selecting the exact fit for particular roles. We specialise in finding the best candidates in the market, who in most cases are not on the open market looking for a new position.

**CUSTOMER SERVICE ADVISOR
PORTSMOUTH**

Great communication skills
Excellent knowledge of Microsoft Office

PERMANENT CANDIDATE

**FINANCE ASSISTANT
HAMPSHIRE**

Accounts environment experience
Part qualified

TEMPORARY CANDIDATE

**MARKETING ASSISTANT
SOUTHAMPTON**

Marketing Degree
Excellent communication skills

PERMANENT CANDIDATE

IF YOU CAN WAKE UP EVERY MORNING LOVING WHAT YOU DO, HELP AND
INSPIRE OTHER AROUND YOU TO BE BETTER THAN THEY WERE YESTERDAY.
THEN YOU KNOW YOU'RE DOING SOMETHING RIGHT IN BUSINESS AND IN LIFE.
ASHLEY BODI

COMMERCIAL

We have a strong connection to the South's Technology market forged over 18 years, developing a true understanding of our local talent pool, our client's technology road map & blueprint for success.

We are careful to evaluate our client's recruitment strategy and tailor our approach to build trusted and honest partnerships. We have successfully forged strong client relationships and we are incredibly proud to have helped launch some amazing careers.

We value Integrity, Honesty & Respect in every communication, V3IT takes a moral obligation for a candidate's career aspirations and our client's financial responsibilities.

Every person is unique.

**HEAD OF INFRASTRUCTURE SERVICES
PORTSMOUTH**

Architecture and strategic direction.
Senior stakeholder

PERMANENT CANDIDATE

**SOLUTION ARCHITECT
PORTSMOUTH**

Solutions & Enterprise Architect,
Prince 2. TOGAF 7&8

CONTRACT CANDIDATE

**NETWORK DESIGNER
SOUTHAMPTON**

ITIL, accredited network architect,
25yrs designing & implementing

PERMANENT CANDIDATE

TECHNOLOGY IS BEST WHEN IT BRINGS PEOPLE TOGETHER

MATT MULLENWEB

Being located in the historic naval city of Portsmouth we are ideally placed to use the rich nautical heritage of the area as a platform to work on the Marine industries in the area and throughout the UK. We work very closely with our clients to provide both temporary, flexible workforce and fill permanent positions. Our specialities include, welders, laminators, fire sentries, engineers amongst many others.

We have worked in these disciplines for many years and have an enviable position in our market. Our marine division has seen us providing candidates the length and breadth of the UK – we have also successfully filled roles in Europe, USA and the Caribbean.

**WELDER/FABRICATOR
PORTSMOUTH**

Plating, aluminium & steel welding
Coded welder

CONTRACT CANDIDATE

**INDUSTRIAL CLEANER
HAMPSHIRE**

Working on ships
Confined spaces experience

CONTRACT CANDIDATE

**FIRE SENTRY
SOUTHAMPTON**

4 years experience
Valid tickets

CONTRACT CANDIDATE

*You can never cross the ocean unless you
have the courage to lose sight of the shore*
anonymous

MARINE

INDUSTRIAL

We have a team of dedicated Industrial specialists who know the market, the challenges and more importantly the workforce inside out. Over a 14 year history we have provided many of the most significant operations in the area with Temporary and permanent workforce.

We are hands on, work 24-7, 365 days per year in reality to ensure that your operations needs are met. Our attrition rate is proven to be industry leading and we take ultimate responsibility for our workers, ensuring that training, upskilling, motivation and productivity are all optimised. Over the years we have developed a reputation for fast action, and have a talent pool that is readily available. Day & night shifts in all aspects of operational/industrial organisations are second nature to us.

**FORKLIFT DRIVER
HAMPSHIRE**
Counter Balance
Reach experience

TEMPORARY CANDIDATE

**ORDER PICKER
PORTSMOUTH**
Ecommerce
Warehouse

TEMPORARY CANDIDATE

**WAREHOUSE OPS MANAGER
SOUTHAMPTON**
Retail experience
Ecommerce distribution

PERMANENT CANDIDATE

IF I HAD SIX HOURS TO CUT DOWN A TREE,
I'D SPEND THE FIRST FOUR SHARPENING THE SAW
ABRAHAM LINCOLN

Using our experience and heritage in Technical, Commercial and Industrial sectors, we have in the past few years branched into a specialist automotive division providing both contract and permanent professionals to the Automotive and associated industries.

We cover showroom, workshop, production, sales, service and customer facing disciplines. We work with the most up to date industry specific resources, ensuring that our scope of the best workforce is industry leading.

All of our candidates are profiled, interviewed and vetted to ensure that we provide the best possible fit for our clients teams.

**TECHNICIANS
HAMPSHIRE**

NVQ Level 3
Main dealer experience

PERMANENT CANDIDATE

**ELECTRICAL ASSEMBLER
PORTSMOUTH**

Soldering Skills
Can read electrical drawings

CONTRACT CANDIDATE

**SERVICE ADVISORS
SOUTHAMPTON**

Main dealer
2 years+ experience

PERMANENT CANDIDATE

LIFE BEGINS AT THE END OF YOUR COMFORT ZONE

ANONYMOUS

AUTOMOTIVE

we are hiring #V3recruitment

GREAT COMPANIES DON'T HIRE SKILLED PEOPLE AND MOTIVATE THEM, THEY HIRE ALREADY MOTIVATED PEOPLE AND INSPIRE THEM.

PEOPLE ARE EITHER MOTIVATED OR THEY ARE NOT.

UNLESS YOU GIVE MOTIVATED PEOPLE SOMETHING TO BELIEVE IN, SOMETHING BIGGER THAN THEIR JOB TO WORK TOWARD, THEY WILL MOTIVATE THEMSELVES TO FIND A NEW JOB AND YOU'LL BE STUCK WITH WHOEVER'S LEFT.

SIMON SINEK

why
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Unit 1, Sovereign Gate, 308-314 Commercial Road, Portsmouth, PO1 4BL
TEL: 0845 873 0666 EMAIL: hello@v3recruitment.com WEB: v3recruitment.com

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